

Appendix 1: Equality Impact Assessment Screening:

Prior to completing this screening document you may wish to review with the accompanying guidance:

1. Context:

This EIA screening is undertaken because the paper requires a decision in relation to: (Please delete as appropriate):

- Policy approval or review
 - Bristol Clinical Commissioning Group Pay Protection Policy

2. Relevance to the Public sector Equality Duty:

Consider Each aim of the General Duty (outlined below), and explain which aspects of the paper are relevant:

- 1) Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.

Potential to have a positive impact as following a case of bullying or harassment and the case been proved, the individual who has been bullied or harassed can request to be redeployed into another role. If the role is a lower band they will not suffer any detriment as pay protection will apply for a maximum of 2 years.

This policy supports the aim to eliminate harassment as following a case of bullying or harassment being proved, the individual who has bullied or harassed another individual may be redeployed into a lower banded post as a sanction and pay protection will not apply.

The policy anticipates and addresses a small potential to discriminate against people who are redeployed due to ill health. Other options would also have been made available to individuals to consider, in line with the Management of Sickness Absence Policy and Critical Illness Guidance and therefore this would have been a positive choice made by the individual.

The policy has also anticipated and addressed a small potential to discriminate against people who are on sick leave or maternity leave at the time when they are redeployed. Individuals within these categories will have their pay protection calculated on their average normal earnings over 12 weeks prior to being on sick/maternity leave.

- 2) Advance equality of opportunity between people who share a protected characteristic and those who do not.

This policy does not pay particular regard to advancing equality of opportunity.

- 3) Foster good relations between people who share a protected characteristic and those who do not.

This aspect of the duty is relevant to the policy and nothing has been identified that will damage relationships.

3. Impact on Protected Groups:

Has the above identified that the paper has any relevance to any of the following protected characteristics?

Age.	No	Disability.	Yes	Sexual Orientation.	No
Race.	No	Sex.	No	Religion or Belief.	No
Gender Reassignment.	No	Pregnancy & Maternity.	Yes	Marriage or Civil Partnership Status	No

4. Health Inequalities:

Does it relate to an area with known Health Inequalities? No

- 5. Where it is considered that the paper has no relevance to the General Duty or Protected Groups, this should be recorded here with reasons along with any advice received:**

Some minor potential impacts on some of the Protected Groups have been identified, however the policy will either have a beneficial impact or any potential adverse impact has been mitigated by the provisions of the policy.

6. Conclusion:

Proceed to full EIA: No
Quality Assured by: David Harris, Senior Equality Advisor
Date: 10 th February 2014